

## PEEHIP and Same-Sex Marriage

As required by federal law, PEEHIP now treats same-sex spouses in the same manner as opposite-sex spouses. Starting on February 9, 2015, PEEHIP allows members to add their same-sex spouses or other eligible dependents arising from same-sex marriages on their PEEHIP contract for purposes of coverage under the plan.

Consistent with PEEHIP's policies for IRS qualifying life events concerning opposite-sex spouses, a member who marries a same-sex spouse **on or after** February 9, 2015, will have **45 days from the marriage date** in which to add their spouse to their PEEHIP coverage; otherwise, the member will have to wait until PEEHIP's Open Enrollment period (July 1, 2015 – August 31, 2015) to add their spouse for an October 1, 2015, effective date of coverage.

For members who married a same-sex spouse **prior to** February 9, 2015, PEEHIP recognizes the marriage **as of February 9, 2015, and will allow 45 days from that date** for those members to add their same-sex spouse to their PEEHIP coverage, outside of Open Enrollment.

Please note that, as with opposite-sex couples, same-sex couples must provide PEEHIP with appropriate documentation to demonstrate their marriage status. See the PEEHIP Member Handbook at [www.rsa-al.gov/index.php/members/peehip/pubs-forms](http://www.rsa-al.gov/index.php/members/peehip/pubs-forms) for further information about the required eligibility documents.

Below are the instructions for adding a same-sex spouse or other eligible dependent(s) arising from a same-sex marriage to PEEHIP coverage.

- For legal marriages of same-sex spouses that occurred **prior to February 9, 2015**
  - Coverage for an existing spouse can be added **online** through Member Online Services at <https://mso.rsa-al.gov>. When you are completing your online enrollment request you must **use February 9, 2015, as the date of your Qualifying Life Event** and your effective date of marriage. Your online request must be submitted to PEEHIP by midnight on March 25, 2015.
  - Or you can complete the [New Enrollment and Status Change](#) form and submit it to PEEHIP. You can mail the completed form to PEEHIP at P.O. Box 302150, Montgomery, AL 36130-2150; or fax it to PEEHIP toll-free at 877.517.0021; or scan and email it to PEEHIP Info at [Peehip.Info@rsa-al.gov](mailto:Peehip.Info@rsa-al.gov).
  - **You must complete your online or paper request within 45 days of February 9, 2015.** The effective date of coverage options for the spouse are February 9, 2015, or March 1, 2015.
- For legal marriages of same-sex spouses that occurred **on or after February 9, 2015**
  - Coverage for a new spouse can be added **online** through Member Online Services at <https://mso.rsa-al.gov>.
  - Or you can complete the [New Enrollment and Status Change](#) form and submit it to PEEHIP. You can mail the completed form to PEEHIP at P.O. Box 302150,

Montgomery, AL 36130-2150; or fax it to PEEHIP toll-free at 877.517.0021; or scan and email it to PEEHIP Info at [Peehip.Info@rsa-al.gov](mailto:Peehip.Info@rsa-al.gov).

- **You must complete your online or paper request within 45 days of your marriage date.** The effective date of coverage options for the spouse are the date of marriage or the first day of the month following the date of marriage.

If you have any questions, please contact PEEHIP toll-free at 877.517.0020.